

## Vacancy Announcement

<b>Announcement #</b>	438-09013	<b>Position</b>	Nurse Practitioner		
<b>PayPlan</b>	VN	<b>Series</b>	0610		
<b>TargetGrade</b>		<b>Target PD</b>		<b>Pay Range</b>	
<b>Dev Grade</b>		<b>Dev PD</b>		<b>Dev Pay Range</b>	
<b>1st Dev Grade</b>		<b>1st Dev PD</b>		<b>1st Dev Pay Range</b>	
<b>Opens</b>	12/31/08	<b>Closes</b>	01/19/09	<b>Openings</b>	1
<b>Tour of Duty, etc</b>	Primarily M-F, 7:30-4:00; however, some off-tours and weekends will be required.				
<b>Special Comments</b>	Grade determined by NPSB. "Applicant(s) selected for this position may be eligible to apply for an award up to the maximum limitation under the provisions of the Education Debt Reduction Program".				
<b>Service</b>	Primary & Specialty Medicine SL				
<b>Section</b>	Occupational Health				
<b>Area/Consideration</b>	Open to all U.S. citizens				
<b>Duty Site</b>	Sioux Falls, SD				
<b>Major Duties</b>	<p>The Health Promotion Disease Prevention Occupational Nurse Practitioner functions as the lead manager, coordinator, and point of contact for the occupational health, employee health promotion, disease prevention and injury prevention. He/she is responsible for planning, developing, implementing and evaluating educational programs/activities based on assessed learning needs of employees to enhance the employee's personal well beings and in turn improve the effectiveness, productivity and satisfaction of employees. He/she is responsible for developing, implementing and evaluating the Occupational Health program. He/she is responsible for new employee physicals and assessment of employees with complaints of illness or injury while on duty. He/she works collaboratively with all levels of staff within the facility including Occupational Health, Dietetics, Employee Assistance Program staff, unit supervisors, and others in assessing, developing and maintaining staff health promotion and disease prevention activities. He/she also provides consultation and education to Medical Center staff. He/she is responsible for creating and translating policies, collecting and analyzing appropriate data and communicating outcomes. He/she demonstrates leadership through developing and coordinating programs to improve employee health and safety and organizational processes.</p> <p><b>SKILLS REQUIRED</b></p> <ul style="list-style-type: none"> <li>•Strong skills in communicating in both written and verbal modalities.</li> <li>•Significant skills in organizing, planning, directing and leading team efforts.</li> <li>•Skills in group and team communication.</li> <li>•Ability to stay informed of current trends and developments in prevention practices.</li> <li>•Advanced skill in utilizing computer-based resources for collection of information, word processing, electronic mail and internet.</li> <li>•Strong interpersonal skills sufficient to develop and maintain effective and productive relationships with VISN staff, professional colleagues and leaders of major national health and related agencies.</li> </ul>				
<b>Time In Grade</b>					

## **Qualifications**

1. Current, active, full and unrestricted registration as a graduate professional nurse in the United States.
2. Master's degree in Nursing as an Advanced Practice Nurse with Prescriptive Authority must possess a master's degree from a program accredited by the National League of Nursing Accreditation Council (NLNAC) or the Commission on Collegiate Nurse Education (CCNE). VA Handbook 5005/14, September 27, 2005.
3. It is VHA policy that prescribing authority for non-physician clinicians is based on the individual's State licensure, registration or certification. Individual should have approximately three years of successful nursing practice, two years of which includes progressive leadership roles.
4. Demonstrated skills in teaching, consultation and communication in occupational health, health promotion and disease prevention.
5. Comprehensive knowledge of occupational health, health promotion, disease prevention and injury prevention.
6. Knowledge of agency program goals and objectives, ways of evaluating program effectiveness.
7. BLS training required.

QUALIFYING EXPERIENCE: Successful nursing practice maintaining acceptable standards within a health care setting. Consideration will be given to prior positive community or public health nursing experience, national certification in a relevant specialty, and baccalaureate or higher educational preparation in nursing. The selecting official reserves the right to select the most qualified candidate.

VA Handbook 5005 defining the nurse qualification standards are available for review in the Human Resources Management Service. Masters Degree required for this position.

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APPLICANTS PLEASE NOTE: Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications (particularly positions with a positive education requirement). Therefore, applicants must report only attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education. Applicants can verify accreditation at the following website:  
<http://www.ed.gov/admins/finaid/accred/index.html>. All education claimed by applicants will be verified by the appointing agency accordingly.

## **Rating Factors**

1. PRACTICE: Provides leadership in the application of the nursing process to client care, organizational processes and/or systems, improving outcomes at the program or service level.
2. QUALITY OF CARE: Initiates interdisciplinary projects to improve organizational performance.
3. PERFORMANCE: Uses professional standards of care and practice to evaluate programs and/or service activities.
4. EDUCATION/CAREER DEVELOPMENT: Implements an educational plan to meet changing programs or service needs for self and others. Maintains knowledge of current techniques, trends and professional issues.
5. COLLEGIALLY: Coaches colleagues in team building. Makes sustained contributions to health care delivery by sharing expertise within and/or outside the facility.
6. ETHICS: Provides leadership in identifying and addressing ethical issues that impact clients and staff, including initiating and participating in ethical consultations.
7. COLLABORATION: Uses group process to identify, analyze, and resolve care problems.
8. RESEARCH: Collaborates with others in research activities to improve care.

9. RESOURCE UTILIZATION: Manages program resources (financial, human, material, or informational) to facilitate safe, effective, and efficient care.

**Application Process** The procedures outlined in AFGE Master Agreement, Article 56 will be followed.

INTERNAL APPLICANTS: Current VAMC Sioux Falls employees must submit a resume and a copy of their most recent proficiency.

EXTERNAL APPLICANTS:

- VA Form 10-2850a, "Application for Registered Nurse (RN), Certified Nurse Anesthetist (CRNA), Certified Nurse Practitioner (CNP)"
- OF 306, "Declaration for Federal Employment"
- A résumé may also be attached
- Copy of most recent evaluation/appraisal.
- Nine Dimensions (Rating Factors) Supervisor narrative. Attach at least one supervisor narrative; this can include a current or former (within the last 2 years) supervisor.
- Nine Dimensions (Rating Factors) Peer narrative. Attach at least two to three peers narratives; Director of Nursing, Former Supervisor, Coworker and/or other are considered peers.
- If a veteran: Veterans Preference eligible's, including VRA 30% disabled, must submit a copy of ALL DD-214's and a SF-15 (if 10 point preference is claimed) with current (dated within the last 12 months) proof of a service-connected disability.

These forms may be obtained through the Human Resources Office or from [www.sioxfalls.va.gov](http://www.sioxfalls.va.gov). Application packages are to be submitted to and received in the VA Medical Center, Human Resources Office, 2501 W. 22nd St., Sioux Falls, SD 57105 not later than 01/19/2009. For additional information contact Coleen Wright, (605) 333-6852 or [Coleen.Wright@va.gov](mailto:Coleen.Wright@va.gov).

PRE-EMPLOYMENT PHYSICAL EXAMINATION: Position is subject to a pre-employment physical examination. Employment will be contingent upon the results of any required physical.

DRUG TESTING: All applicant(s) tentatively selected for Department of Veterans Affairs (VA) employment in a Testing Designated Position (TDP) are subject to urinalysis to screen for illegal drug use prior to appointment. Applicant(s) who refuse to be tested will be denied employment with VA.

VET PRO CREDENTIALING: Individuals selected for positions that have patient care responsibilities are subject to undergoing an electronic credentialing process called VetPro. As part of this process, it will be necessary for you to submit complete information concerning your professional education, training, experience, licensure and certifications using VetPro. The candidate selected will be provided with further information on how to use VetPro.

EQUAL EMPLOYMENT: Applicants will receive consideration without regard to race, color, sex, religion, partisan political affiliation, national origin, age, physical or mental handicap. This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and/or hiring process, please notify the agency. A decision for granting reasonable accommodation will be on a case-by-case basis.

SECURITY: Appointments in the Federal Government are subject to a criminal background investigation.

CONDITION OF EMPLOYMENT: Direct Deposit/Electronic Funds Transfer (DD/EFT) has been established for new civilian employees and employees competitively selected for promotions and reassignments. Employees meeting this definition must enroll in DD/EFT or request a waiver of enrollment. Information will be provided when the job offer is

made and during in processing.

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